

# NATIONAL ENDOWMENT FOR THE ARTS

## About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

## WHO RESPONDED

NEA 75% response rate   GOVERNMENTWIDE 49% response rate

## STRENGTHS AND CHALLENGES



STRENGTHS



CHALLENGES



GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	96%	97%
28. How would you rate the overall quality of work done by your work unit?	94%	82%
50. In the last six months, my supervisor/team leader has talked with me about my performance.	91%	77%
8. I am constantly looking for ways to do my job better.	89%	92%
13. The work I do is important.	88%	92%

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	48%	28%
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	45%	18%
64. How satisfied are you with the information you receive from management on what's going on in your organization?	41%	25%
33. Pay raises depend on how well employees perform their jobs.	40%	47%
66. How satisfied are you with the policies and practices of your senior leaders?	40%	25%

## INCREASES AND DECREASES



INCREASE



DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

	2010	2011	Diff.
14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	28%	40%	+12
79. How satisfied are you with the following Work/Life programs in your agency? Telework	50%	58%	+8

	2010	2011	Diff.
61. I have a high level of respect for my organization's senior leaders.	57%	31%	-26
53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	58%	33%	-25
54. My organization's leaders maintain high standards of honesty and integrity.	70%	47%	-23
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	59%	39%	-20
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	72%	53%	-19

## HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



### LEADERSHIP & KNOWLEDGE MANAGEMENT



### RESULTS-ORIENTED PERFORMANCE CULTURE



### TALENT MANAGEMENT

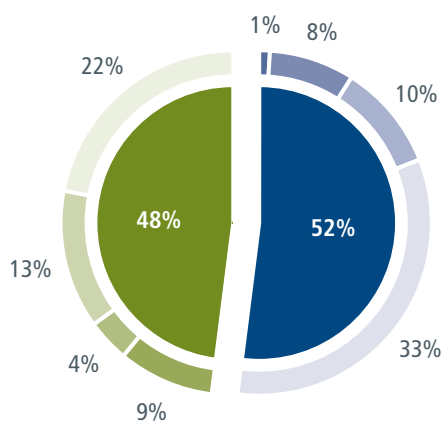


### JOB SATISFACTION

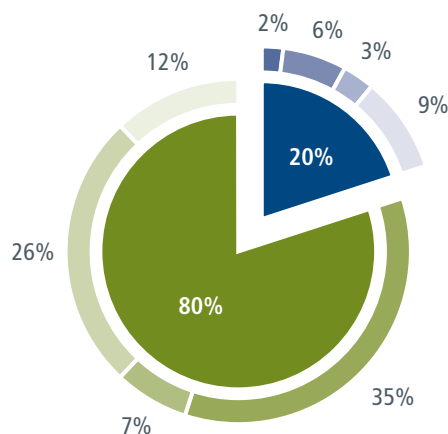


## TELEWORK

### NEA



### GOVERNMENTWIDE



### TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

### DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

Note: The sum of percentages may not add to 100 due to rounding.



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